

## **Who and How is the data analyzed?**

An integrated assessment process includes the faculty and staff in data analysis. Asking faculty and staff to discuss the outcomes and whether they have been met, partially met, or not met is an excellent way to get the conversations started. For any outcome that was not clearly met, the department should discuss what types of action plans should be created so they can make modifications for the next year. This is the most important part of the process; without these discussions, transformation can never happen, and the assessment process becomes one of simple data collection. The departmental discussions about the findings and what to do about them are crucial. This is the information that the institution should want highlighted in all assessment plans. If a department reports that all of its outcomes were met and there are no action plans resulting from the process, it may be time to look more closely at the departmental outcomes, and ask: Is the target level too low? Are the outcomes too basic? Are all of their students really “ideal”?